

ANNUAL REPORT

FISCAL YEAR 2003-2004

CAREER SERVICE REVIEW BOARD

STATE OF UTAH



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CAREER SERVICE REVIEW BOARD

STATE OF UTAH

ANNUAL REPORT

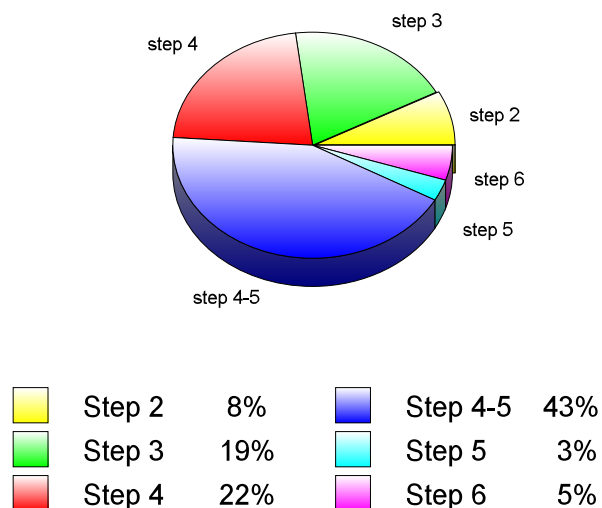
FISCAL YEAR 2003-2004

**LEVELS AT WHICH GRIEVANCE CASES
WERE RESOLVED DURING FISCAL YEAR 2003-2004**

LEVELS OF RESOLUTION	GRIEVANCE CASES	NO. OF EMPLOYEES
Step 2 Immediate Supervisor	10	10
Step 3 Agency/Division Director	24	22
Step 4 Department Head	29	33
Mediation Forum (Between Steps 4 & 5)	55	97
*Step 5 Evidentiary Hearing	4	4
Step 6 Appellate Review by Board	7	12
TOTALS:	129	178

*In addition to the four cases resolved at Step 5 during Fiscal Year 2003-2004, CSRB Hearing Officers held additional hearings not reflected in this chart. These hearings are not reflected in this chart because the decisions were either issued after July 1, 2004, resolved at Level 6 or still on appeal at Level 6.

LEVELS OF RESOLUTION BY PERCENT



**NUMBER OF APPEALS FROM DISCIPLINARY
PENALTIES AND LEVELS OF RESOLUTION
DURING FISCAL YEAR 2003-2004**

LEVEL	DISCIPLINARY* PENALTIES RESOLVED
Step 2	2
Step 3	3
Step 4	3
Mediation Forum (Between Steps 4 & 5)	31
**Step 5	4
Step 6	3
TOTAL:	46



***Note:** There are only four disciplinary actions designated by statute: written reprimand, suspension, demotion and dismissal (*Utah Code*, Section 67-19a-302(1)). No other issues qualify as disciplinary actions.

****** Many of the additional Step 5 evidentiary hearings held during Fiscal Year 2003-2004, were related to disciplinary matters.

**RESOLUTION ON APPEALS FROM DISCIPLINARY ACTIONS
DURING FISCAL YEAR 2003-2004**

LEVEL	ACTION	NUMBER	DETERMINATION					
			AFFIRMED	MODIFIED	RESCINDED			
Step 2	Reprimand	1	0	1	0			
	Suspension	1	0	1	0			
	Demotion	0	0	0	0			
	Dismissal	0	0	0	0			
Step 3	Reprimand	1	1	0	0			
	Suspension	2	0	1	1			
	Demotion	0	0	0	0			
	Dismissal	0	0	0	0			
Step 4	Reprimand	1	1	0	0			
	Suspension	2	0	2	0			
	Demotion	0	0	0	0			
	Dismissal	0	0	0	0			
Mediation/Jurisdiction Forum	Reprimand	5	4	1	0			
	Suspension	7	4	3	0			
	Demotion	2	1	1	0			
	Dismissal	17	11	6	0			
Step 5	Reprimand	2	2	0	0			
	Suspension	2	2	0	0			
	Demotion	0	0	0	0			
	Dismissal	0	0	0	0			
Step 6	Reprimand	0	0	0	0			
	Suspension	0	0	0	0			
	Demotion	0	0	0	0			
	Dismissal	3	2	0	1			
TOTAL DISCIPLINARY APPEALS:		46	=	28	+	16	+	2

**FREQUENCY DISTRIBUTION OF GRIEVANCE ISSUES
DURING FISCAL YEAR 2003-2004**

ISSUES	OCCURRENCES
Incentive Award	50
Salary Issues	27
Pay Equity (16)	
Pay Increase (7)	
Administrative Salary Increase (3)	
Rule Violations (1)	
Dismissal	20
Suspension	15
Promotion	11
Reprimand	10
Performance Appraisal	9
Corrective Action	6
Hostile Work Environment	6
Personnel Rules Violation	6
Working Conditions	4
Written Warning	4
Administrative Actions	3
Job Assignment	3
Reduction in Force	3
Transfer	3
Demotion	2
Job Abandonment	2
Reassignment	2
Reimbursement	2
Classification	1
Conflict of Interest	1
Leave	1

ISSUES	OCCURRENCES
Performance Plan	1
Professional Certification	1
Recruitment	1
Resignation	1
Retaliation	1

TOTAL ISSUES GRIEVED: 196

Note: There were 129 grievance cases resolved; however, many cases had multiple issues grieved. Thus, the overall number of grievance issues resolved (196) exceeds the total number of employees' cases (129) that were resolved.

**GRIEVANCE CASES IDENTIFIED BY DEPARTMENTS
AND LEVELS OF RESOLUTION
DURING FISCAL YEAR 2003-2004**

<u>ADMINISTRATIVE SERVICES</u>	<u>AGRICULTURE</u>	<u>ATTORNEY GENERAL</u>
Step 2 - 0	Step 2 - 0	Step 2 - 0
3 - 1	3 - 0	3 - 0
4 - 0	4 - 0	4 - 0
4-5 - 2	4-5 - 2	4-5 - 1
5 - 0	5 - 0	5 - 1
6 - 0	<u>6 - 0</u>	6 - 0
<u>CORRECTIONS</u>	<u>COMMUNITY AND ECON. DEVELOPMENT</u>	<u>EDUCATION</u>
Step 2 - 3	Step 2 - 0	Step 2 - 0
3 - 10	3 - 0	3 - 1
4 - 13	4 - 1	4 - 0
4-5 - 15	4-5 - 0	4-5 - 3
5 - 0	5 - 1	5 - 0
6 - 2	6 - 0	6 - 0
<u>HEALTH</u>	<u>HUMAN SERVICES</u>	<u>NATIONAL GUARD</u>
Step 2 - 0	Step 2 - 4	Step 2 - 0
3 - 0	3 - 10	3 - 0
4 - 1	4 - 5	4 - 0
4-5 - 2	4-5 - 12	4-5 - 4
5 - 0	5 - 0	5 - 0
6 - 0	6 - 4	6 - 0

NATURAL RESOURCES

Step 2 - 0
3 - 1
4 - 2
4-5 - 3
5 - 0
6 - 0

PUBLIC SAFETY

Step 2 - 0
3 - 0
4 - 0
4-5 - 2
5 - 0
6 - 0

TAX COMMISSION

Step 2 - 1
3 - 0
4 - 1
4-5 - 2
5 - 1
6 - 0

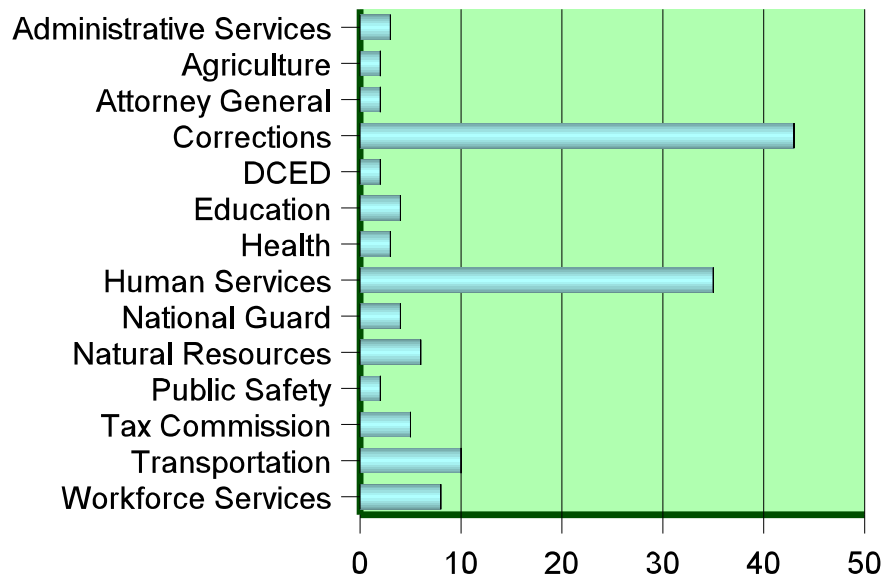
TRANSPORTATION

Step 2 - 1
3 - 1
4 - 5
4-5 - 2
5 - 0
6 - 1

**WORKFORCE
SERVICES**

Step 2 - 1
3 - 0
4 - 1
4-5 - 5
5 - 1
6 - 0

GRIEVANCES BY DEPARTMENT



**GRIEVANCE CASES PER LEVEL RESOLVED
DURING FISCAL YEAR 2003-2004**

STEP 2		
Immediate Supervisor	Cases: 10	Employees: 10
<u>Employees</u>	<u>Issues</u>	<u>Department/Division</u>
A.T.	1. Working Conditions 2. Transfer	Transportation
D.J.H.	Promotion	Corrections/Institutional Operations
F.J.E.	Bonus/Incentive Award	Corrections/Institutional Operations
G.B.	Working Conditions	Workforce Services
H.J.	Three-Day Suspension	Human Services/Developmental Center
H.J.	Working Conditions	Corrections/Institutional Operations
M.D.	Performance Appraisal	Human Services/DSPD
R.P.K.	Written Warning	Human Services/Juvenile Justice
T.H.	Reprimand	Human Services/Juvenile Justice
W.C.	Performance Appraisal	Tax Commission
STEP 3		
DIVISION/AGENCY DIRECTOR	CASES: 24	EMPLOYEES: 22
<u>Employees</u>	<u>Issues</u>	<u>Department/Division</u>
B.M.	Promotion	Corrections/Institutional Operations
B.J.	Promotion	Corrections/Institutional Operations
C.Y.	Hostile Work Environment	Corrections/Institutional Operations
C.S.	Salary Equity	Corrections/Institutional Operations

C.R.	Bonus/Incentive Award	Human Services/Recovery Services
D.L.K.	Promotion	Corrections/Institutional Operations
E.W.	1. Promotion 2. Working Conditions	Corrections/Institutional Operations
F.S.	Leave	Corrections/Institutional Operations
F.R.	Salary (ASI)	Natural Resources/Parks & Recreation
G.M.	Transfer	Human Services/DCFS
H.S.G.	Promotion	Corrections/Institutional Operations
K.V.	1. Reassignment 2. Administrative Actions	Corrections/Institutional Operations
M.K.	1. Performance Evaluation 2. Corrective Action	Administrative Services/DFCM
M.B.J.	Promotion	Human Services/DCFS
M.B.J.	Administrative Actions	Human Services/DCFS
P.S.	Written Warning	Human Services/Juvenile Justice
R.B.M.	Retaliation	Human Services/DCFS
R.B.M.	Conflict of Interest	Human Services/DCFS
S.D.	One-Day Suspension	Human Services/DCFS
S.J.A.	Incentive Award	Transportation/Construction
S.R.E.	Recruitment	Corrections/Institutional Operations
T.B.	1. Reprimand 2. Five-Day Suspension	Human Services/State Hospital
W.J.	Reassignment	Human Services/Developmental Center
W.S.	Performance Appraisal	Education/Rehabilitation

STEP 4		
DEPARTMENT HEAD	CASES: 29	EMPLOYEES: 33
<u>Employees</u>	<u>Issues</u>	<u>Department/Division</u>
B.D.T.	Performance Appraisal	Corrections/Institutional Operations
M.B.	Salary Equity	Corrections/Institutional Operations
B.J.	Job Assignment	Corrections/Institutional Operations
B.F.J.	Hostile Work Environment	Transportation
B.P.	Salary Equity	Corrections/Institutional Operations
B.J.M.	Job Assignment	Corrections/Institutional Operations
D.K.	Rule Violation	Workforce Services
E.A.	Salary Equity	Corrections/Institutional Operations
F.R.	Reimbursement	Natural Resources, Parks & Recreation
H.R.	Corrective Action	Human Services/DCFS
H.R.	Three-Day Suspension	Human Services/DCFS
H.D.	Reprimand	Natural Resources, Oil Gas & Mining
J.C.	Salary (ASI)	Corrections/Institutional Operations
J.V.	Salary	Corrections/Institutional Operations
J.S.	1. Performance Appraisal 2. Administrative Actions	Transportation/Structures
J.S.	Corrective Action	Transportation/Structures
M.N.	Salary Equity	Corrections/Institutional Operations
M.N.	1. Performance Appraisal 2. Corrective Action	Human Services/DCFS
N.K.	Salary Equity	Corrections/Institutional Operations

P.C.	Salary Equity	Human Services/Developmental Center
P.T.	20-Day Suspension	Corrections/Institutional Operations
P.K.G.	Professional Certification	Corrections/Field Operations
P.M.	Salary (ASI)	Corrections/Institutional Operations
R.L.	Hostile Work Environment	Community and Econ. Development
R.S.M.	Hostile Work Environment	Transportation
R.A.	Salary Equity	Corrections/Institutional Operations
R.L.	1. Salary 2. Hostile Work Environment	Corrections/Field Operations
S.J.J.	Transfer	Transportation
T.L.	Job Assignment	Human Services/DCFS
T.P.D.	Salary	Corrections/Field Operations
T.K.A.	Rule Violation	Corrections/Institutional Operations
W.J.L.	Salary	Corrections/Field Operations
W.C.	Corrective Action	Tax Commission/Audit
W.L.	Salary Equity	Corrections/Institutional Operations
W.P.R.	Performance Plan	Health/Information Technology

**MEDIATION/JURISDICTIONAL FORUM
BETWEEN STEPS 4 AND 5 CASES: 55**

EMPLOYEES: 97

<u>Employees</u>	<u>Issues</u>	<u>Department/Division</u>
A.J.J.*	Incentive Award	Human Services/Recovery Services
A.A.	Three-Day Suspension	Workforce Services
B.K.J.	Dismissal	Natural Resources/Wildlife
B.P.	Dismissal	Human Services/Recovery Services

B.S.K.	Promotion	Attorney General
B.A.C.	Salary Equity	Corrections/Institutional Operations
B.L.	Demotion	Workforce Services
B.W.	Five-Day Suspension	Corrections/Institutional Operations
B.C.	Salary Equity	Corrections/Institutional Operations
B.R.	Rule Violation	Corrections/Institutional Operations
C.L.H.	Salary Equity	Corrections/Institutional Operations
D.J.L.	Dismissal	Agriculture
D.F.	Reprimand	Workforce Services
D.J.Q.	Dismissal	Transportation
F.G.G.	Salary Increase	National Guard
G.J.	Salary Equity	Education/Rehabilitaton
G.W.B.	Ten-Day Suspension	Workforce Services
H.L.	Dismissal	Human Services/DCFS
H.C.	Five-Day Suspension	Corrections/Institutional Operations
H.R.	Classification	Corrections/Institutional Operations
H.E.	Dismissal	Human Services/DCFS
I.J.W.	Salary Equity	Corrections/Institutional Operations
I.R.	Reduction in Force	Health
J.J.	Dismissal	Administrative Services/ITS
J.N.	Dismissal	Public Safety/Drivers License
J.S.	Reprimand	Transportation/Construction
K.T.R.	Salary Increase	National Guard
L.A.	Dismissal	Corrections/Field Operations

L.K.	Dismissal	Corrections/Field Operatons
L.B.	Dismissal	Education/Rehabilitation
L.V.K.	1. Demotion 2. Ten-Day Suspension	Education/Rehabilitation
M.L.	Dismissal	Human Services/Recovery Services
M.D.	Promotion	Human Services/Juvenile Justice
M.D.	Reprimand	Human Services/Juvenile Justice
M.C.	Dismissal	Natural Resources/Energy
N.G.A.	1. Performance Appraisal 2. Corrective Action Plan	Tax Commission/Auditing
N.G.A.	Reprimand	Tax Commission/Auditing
N.K.P.	Two-Day Suspension	Human Services/GCPD
O.T.	Dismissal	Corrections/Institutional Operations
O.D.L.	Suspension	Human Services/Recovery Services
P.C.	Two-Day Suspension	Natural Resources/Parks & Recreation
P.R.	Salary Equity	Corrections/Field Operations
P.S.	1. Written Warning 2. Hostile Work Environment	Human Services/Juvenile Justice
R.R.	Dismissal	Public Safety
S.E.	Salary Increase	National Guard
S.C.	Rules Violation	Health
S.C.	Rules Violation	Administrative Services
T.P.	Letter of Warning	Corrections/Field Operations
T.P.	Promotion	Corrections/Field Operations
T.P.	1. Promotion (2) 2. Reimbursement	Corrections/Field Operations

T.G.	Dismissal	National Guard
V.S.	Dismissal	Workforce Services
W.R.	Resignation Rule Violation	Agriculture
W.A.	Job Abandonment	Human Services/DSPD
W.S.A.L.	1. Performance Appraisal 2. Reprimand	Workforce Services

*This was a group grievance involving a total of 48 employees.

STEP 5		
EVIDENTIARY HEARING	CASES: 4	EMPLOYEES: 4
<u>Employees</u>	<u>Issues</u>	<u>Department/Division</u>
Lupe Gibbs	Suspension	Attorney General
Leslie Lund	Reprimand Suspension	Workforce Services
Linda Pringle	Reprimand	Tax Commission
Carol Stearns	Reduction in Force	Community and Economic Development

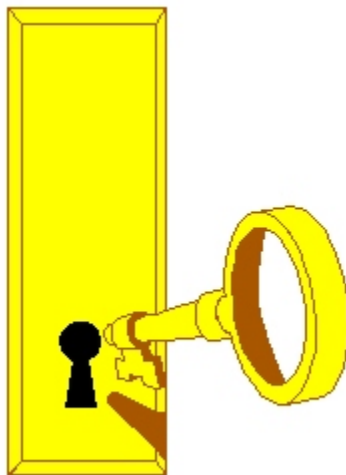
Note: The following cases were heard at Step 5, but not resolved during Fiscal Year 2003-2004. These cases are not reflected in this report either because they are on appeal to Step 6 where they are currently pending or the Step 5 decision was issued after July 1, 2004, and thus, will be reflected in next year's Annual Report.

<u>Employee</u>	<u>Issue</u>	<u>Department</u>	<u>Decision Issued</u>	<u>Status</u>
Tara Chournos	Dismissal	Workforce Services	July 29, 2003	Appealed to Step 6
Kevin Yardley	Dismissal	Corrections	August 21, 2003	Appealed to Step 6

STEP 6**APPELLATE REVIEW/BOARD CASES: 7****EMPLOYEES: 12**

<u>Employee</u>	<u>Issue</u>	<u>Department/Division</u>
Royene Aitken	Job Abandonment	Human Services/State Hospital
Craig Burr Lowell H. Clark	Salary	Corrections/Institutional Operations
W. Fred Hurst Harold W. Johnson Dan Leatham Robert E. Steele Tim Slocum	Salary	Corrections/Institutional Operations
M. Dale King	Dismissal	Human Services/Administrative Hearings
Stacy Pierce	Reduction in Force	Human Services/State Hospital
Kory Richins	Dismissal	Transportation/Region II
Melody Staples	Dismissal	Health/Licensing

COMMUNICATION CAN BE THE KEY



**ADMINISTRATIVE REVIEWS OF THE FILE
CONDUCTED DURING FISCAL YEAR 2003-2004**

ADMINISTRATIVE REVIEWS OF THE FILE:

An administrative review of the file is an informal adjudication under the Utah Administrative Procedures Act. The contents of the CSRB's case files are reviewed and a written legal decision is issued. The decision is based upon a consideration of all documents contained in the CSRB's file. These reviews are conducted according to *Utah Code*, §67-19a-403(2)(b)(ii)(Supp. 2000).

EMPLOYEE/CASE NO.	ISSUE	DEPARTMENT/CASE NUMBER
Richard Burt November 18, 2003	Subject Matter	Corrections – J.H. 131
Richard Hayes November 14, 2003	Subject Matter	Corrections – J.H. 130
Adam Lewis August 15, 2003	Standing	Corrections – J.H. 124
Kara Loden August 15, 2003	Standing	Corrections – J.H. 125
Todd Orgill September 2, 2003	Standing	Corrections – J.H. 126
Randy Powell November 19, 2003	Timeliness	Corrections – J.H. 132
Shelly Price-Gibson March 16, 2004	Subject Matter	Human Services – J.H. 134
Phyllis Taylor February 6, 2004	Subject Matter	Corrections – J.H. 133
Rose Wall September 26, 2003	Timeliness	Agriculture – J.H. 127
Joanna Anderson et al November 25, 2003	Subject Matter	Human Services – J.H. 128
Loren Blauer November 12, 2003	Subject Matter	Workforce Services – J.H. 129
Christine Mikell June 18, 2004	Standing	Natural Resources – J.H. 135

**JUDICIAL REVIEW BY THE COURTS
CASES DECIDED DURING FISCAL YEAR 2003-2004**

1. Stacy Pierce, Grievant and Appellant, v. Utah Department of Human Services, Agency and Respondent. Case Nos. 20 CSRB/H.O. 300 and 8 CSRB 73.

Designation in the Court of Appeals:

Stacy Pierce, Petitioner, v. Utah Department of Human Services and Career Service Review Board, Respondents. Case No. 20040147-CA.

Synopsis: Agency dismissed Grievant pursuant to a reduction in force. Agency was upheld by CSRB at Step 5 and Step 6.

Decision: The Court denied Ms. Pierce's appeal as untimely filed.

2. Trooper Ross G. Pace, Grievant and Appellant, v. Utah Department of Public Safety, Agency and Respondent. Case Nos. 18 CSRB/H.O. 262 and 7 CSRB 64.

Designation in the Court of Appeals:

State of Utah, Department of Public Safety, Petitioner, v. Utah Career Service Review Board Repondent. Case No. 20030155-CA

Synopsis: The Department appealed the CSRB's decisions which reduced the Department's 20-day suspension to a one-day suspension.

Decision: The Court reversed and remanded to the Board.

3. Gil Naisbitt v. Utah State Tax Commission

Letter dated September 17, 2001, signed by then CSRB Administrator Robert N. White

Designation in Third District Court:

Gil Naisbit et al., Petitioner, v. Robert W. White, Administrator Career Service Review Board, and Rodney G. Marrelli, Executive Director, Utah State Tax Commission, Respondents. Case No. 010909211

Synopsis: Mr. Naisbit appealed to the District Court the CSRB's decision that it lacked jurisdiction to consider grievances relating to performance evaluations.

Decision: Case was dismissed stating that there is no direct appeal to the courts for internal personnel matters under Utah Code Ann. §63-46b-1(2)(e).

4. *Adam Lewis v. Utah Department of Corrections* Case No. J.H. 124 (2003) (403)
Kara Loden v. Utah Department of Corrections Case No. J.H. 125 (2003) (403)
Todd Orgill v. Utah Department of Corrections Case No. J.H. 126 (2003) (403)

Designation in Third District Court:

Adam Lewis; Clyde B. Stirling; Kara Loden; Francine Bardole; Betty Davies; Rupert Funk; Brent Lovell; Larry Kelley; Dennis Holm; Todd Orgill; and Gary Bortolussi, Plaintiffs, vs. Department of Corrections, State of Utah; Michael Chabrias [sic], individually and in his official capacity; Career Service Review Board; Robert W. Thompson, individually and in his official capacity, Defendants. Case No. 03091760

Synopsis: Case was dismissed before the CSRB on the grounds that grievants were not career service employees as defined by statute.

Decision: CSRB decision was upheld by the District Court.

**JUDICIAL REVIEW BY THE COURTS
CASES PENDING DURING FISCAL YEAR 2003-2004**

1. *Ronald R. Draughon, Grievant, v. Utah Department of Financial Institutions, Agency.*
CSRB Case No. 7 CSRB 66

Designation in the Court of Appeals:

Ronald R. Draughon, Petitioner, v. Utah Department of Financial Institutions, and Utah Career Service Review Board, Respondents.
Case No. 20030575-CA

2. *Craig Burr and Lowell H. Clark, Grievants and Appellants v. Utah Department of Corrections, Agency and Respondent*
Case No. 7 CSRB 69

Designation in the Court of Appeals:

Craig Burr and Lowell Clark, Petitioners/Appellants, vs. Utah Department of Corrections and the Career Service Review Board, of the State of Utah, Respondent/Appellees.
Appeal No. 20040162-CA

3. *W. Fred Hurst, Harold W. Johnson, Daniel Leatham, Timothy Slocum and Robert E. Steele v. Utah Department of Corrections*
Case No. 7 CSRB 65

Designation in the Court of Appeals:

Dan Leatham, Robert E. Steele, Tim Slocum, Harold W. Johnson and W. Fred Hurst, appellants/Petitioners, vs. Utah Department of corrections and the Career Service Review Board of the State of Utah, Respondents/Agencies.
Case No. 20040376

4. *Royene Aitken, Grievant and Respondent, v. Utah Department of Human Services*
Case No. 8 CSRB 75

Designation in the Court of Appeals:

Royene Aitken, Petitioner, v. Utah Department of Human Services, and the Utah Career Service Review Board, Respondent.
Case No. 20040387-CA

5. *John D. Sorge, Grievant and Appellant v. Utah Office of the Attorney General, Agency and Respondent*
Case No. 8 CSRB 7

Designation in the Court of Appeals:

John D. Sorge, Petitioner/Appellant, v. Utah Office of the Attorney General, Respondents/Appellees
Case No. 20041046-CA

6. *Joanna J. Anderson et al. v. Utah Department of Human Services, Agency*
Case No. J.H. 128 (2003)

Designation in Third Judicial District Court:

Joanna J. Anderson et al, Plaintiffs/Petitioners, vs. Robert W. Thompson, Administrator Career Service Review Board, Emma Chacon, Director, Office of Recovery Services, Robin Arnold-Williams, Executive Director, Utah Department of Human Services, and the Career Service Review Board, State of Utah, Defendants/Respondents.
Case No. 030928597

7. *Lorin Blauer v. Utah Department of Workforce Services*
Case No. J.H. 129 (2003)

Designation in Third Judicial District Court:

Lorin Blauer, Plaintiff, vs. Utah Department of Workforce Services, Defendant
Civil No. 040900221

STATISTICAL SUMMARY OF ACTIVITIES FOR FISCAL YEAR 2003-2004

GENERAL:

Grievance cases resolved in the CSRB forum:	129
Career service employees participating in the grievance process:	178
Evidentiary/step 5 hearings conducted:	9
Evidentiary/step 5 hearings decisions issued:	9
Appellate/step 6 hearings conducted:	7
Appellate/step 6 decisions issued:	7
Jurisdictional hearings conducted/decisions issued:	0
Administrative reviews of the file conducted/issued	12
Cases resolved, mediated or otherwise settled following an appeal to Step 5:	66

CSRB BOARD CHAIRPERSON AND BOARD MEMBERS:

Step 6 decisions issued:	7
Orders/Rulings issued:	7

CSRB ADMINISTRATOR:

Prehearing/scheduling conferences conducted:	27
Prehearing conference summaries/orders issued:	27
Other orders issued:	64
Conciliation conferences held:	8
Jurisdictional hearing decisions issued:	12

CSRB HEARING OFFICERS/PRESIDING OFFICERS:

Step 5 hearing decisions issued	9
Prehearing conferences and motion conferences held:	3
Prehearing conference orders issued:	3
Orders Issued by CSRB Hearing Officers	19

THE COURTS:

CSRB decisions issued by the Court of Appeals:	2
CSRB cases currently pending before the Court of Appeals:	5
CSRB decisions issued by District Court	2
CSRB cases currently pending before the District Court	2

**ANNUAL GRIEVANCE CASES COMPARED
FOR TEN YEAR PERIOD
FISCAL YEARS 1994-1995 THROUGH 2003-2004**

FISCAL YEAR	TOTAL GRIEVANCES	JURISDICTIONAL DECISIONS	STEP 5 HEARINGS	STEP 6 HEARINGS
94-95	114	3	9	2
95-96	115	14	10	2
96-97	104	4	9	2
97-98	126	5	14	2
98-99	122	2	5	1
99-00	103	3	5	1
00-01	116	6	10	1
01-02	78	5	2	1
02-03	91	9	15	6
03-04	129	12	9	7

TOTAL GRIEVANCES

1994-1995 THROUGH 2003-2004

